




Policy : Anti-Corruption Policy

Document No. : PB-COM-011


Effective Date : February 25, 2021

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Company Policy Anti-Corruption

Hinsitsu (Thailand) Public Company Limited (the "Company") attaches importance to conducting business carefully on corruption by requiring directors Executives and employees adhere to good corporate governance principles for the benefit of the Company, thus establishing anti-corruption policy as principles and guidelines. You can:

1. Director Executives and Employees Corruption must not be done directly or indirectly, such as presenting, pledging, Requests Make a claim Calling or receiving benefits, giving benefits, inducing illegal acts, or breaking trust, or any other acts of corruption, etc., for the benefit of oneself or another person.
2. Director Executives and Employees Must comply with anti-corruption policies and measures and comply with Thailand's laws against corruption. Failure to comply with this policy shall be subject to disciplinary proceedings and legal proceedings as the case may be.
3. Director Executives and employees are responsible for monitoring and preventing corruption in the company. If you see any corruption or potential acts of corruption, you will be charged with corruption. The incident must be reported to the supervisor immediately or via the whistleblowing channels prescribed by the Company.
4. The Company will keep the informant's details confidential. Informants who act with good intentions to the Company and are innocent, including those who deny fraudulent conduct, will be protected by the Company and will not be affected. As a for this action, the
5. Establish regulations, practices and measures. To prevent corruption in various forms, such as charitable donations, grants, Payment of gifts, hospitality fees, etc., and supervising Monitor such matters to be transparent, not contrary to relevant laws or improperly favorable. Inappropriate
6. Establish an adequate and appropriate internal control system to prevent corruption and operations that do not comply with good corporate governance principles.
7. Provide appropriate assessments of corruption risks and anti-corruption measures such as procurement departments. The risk assessment is not yet available, should be continuously monitored. The Company should take measures to require price comparison, prohibit requesters from contacting directly to agree on prices, require vendor checks, etc.

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8. Provide communication channels for employees and the public about anti-corruption policies and provide whistleblowing. Complaints Suggestions to the company To investigate the facts in accordance with the process and make improvements.
9. To develop the personnel management system. Create values and cultures against corruption by communicating and disseminating knowledge to people to acknowledge and understand anti-corruption policies and ethical practices.
10. Arrange notification of subsidiaries Other companies that the Company has the power to regulate, to implement anti-corruption measures and disclose anti-corruption policies and measures to personnel and the public through the Company's website.
11. Procurement must be carried out transparently, not contrary to the law. The Company also conducts regular inspections of procurement operations.

Announced on February 25, 2021

Hinsitsu (Thailand) Public Company Limited

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(Mr. Weidt Nuchjalearn)

Chairman of the Board of Directors